



## **Clifton Ridge Middle School: FY2014 Continuous Improvement Plan Focus**

- **Viable Curriculum** (CCGPS, GPS, SEPUP)
- **Differentiated Instruction**
- **Student Use of Available Technology**

## Clifton Ridge Middle School: FY2014 Continuous Improvement Plan

### Strategic Objective I: Improving Student Achievement and Success

Performance Objective	Initiatives	Action Steps	Performance Targets																																						
<p>Objective I.1: <i>Student Mastery of the Georgia Performance Standards(GPS):</i></p>	<p>I.1.a: To align and implement curriculum, instruction, and assessment to the CCGPS</p>	<ol style="list-style-type: none"> <li>1. Create and monitor the implementation of curriculum notebooks in all content areas. (6 – 8 Curriculum Director, Administrators, Teachers, Academic Coaches)                             <ol style="list-style-type: none"> <li>a. Instructional Calendar</li> <li>b. Standards (with identified “power” standards)</li> <li>c. Unit Frameworks</li> <li>d. Curriculum Maps</li> <li>e. Lesson Plans (including differentiated instruction, assessments, and performance tasks)</li> </ol> </li> <li>2. Continue to implement system-wide benchmarks aligned to CCGPS. (6 – 8 Curriculum Director, Administrators, Academic Coaches, Teachers)                             <ol style="list-style-type: none"> <li>a. Faculty Analysis of Data</li> <li>b. Complete quarterly school reports</li> <li>c. Communication to stakeholders after each nine week period (i.e. Parent University, website, newsletter, parent letter, etc)</li> </ol> </li> <li>3. Utilize available consultants and resources to assist in appropriate planning and implementation of CCGPS                             <ol style="list-style-type: none"> <li>a. Elluminate sessions and webinars</li> <li>b. Georgia Department of Education (GaDOE) CCGPS training</li> <li>c. Georgia Department of Education Textbook Adoption Cycle (participate, recommend and purchase)</li> <li>d. Regional Education Service Agency (RESA)</li> <li>e. Math Teachers attend MI-ESPN Summer Institute (Grades 8-12)</li> </ol> </li> <li>4. Monitor and support the implementation of standards based classroom (6 – 8 Curriculum Director, Administrators, Academic Coaches)                             <ol style="list-style-type: none"> <li>a. Analyze classroom walkthrough data (CLASS Keys form)</li> <li>b. Continue job-embedded professional learning during weekly content planning.</li> <li>c. Participate in vertical alignment across contents and grade levels</li> </ol> </li> </ol>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="4">CRCT: All Students</th> </tr> <tr> <th>G</th> <th>Reading</th> <th>ELA</th> <th>Math</th> </tr> </thead> <tbody> <tr> <td rowspan="3" style="text-align: center;">6</td> <td>2012:94%</td> <td>2012:96%</td> <td>2012:85%</td> </tr> <tr> <td>2013:≥95%</td> <td>2013:≥97%</td> <td>2013:88%</td> </tr> <tr> <td>2014:≥96%</td> <td>2014:≥98%</td> <td>2014:91%</td> </tr> <tr> <td rowspan="3" style="text-align: center;">7</td> <td>2012:94%</td> <td>2012:95%</td> <td>2012:91%</td> </tr> <tr> <td>2013:≥95%</td> <td>2013:≥96%</td> <td>2013:93%</td> </tr> <tr> <td>2014:≥96%</td> <td>2014:≥97%</td> <td>2014:95%</td> </tr> <tr> <td rowspan="3" style="text-align: center;">8</td> <td>2012: ≥95%</td> <td>2012:93%</td> <td>2012:80%</td> </tr> <tr> <td>2013:≥96%</td> <td>2013:94%</td> <td>2013:85%</td> </tr> <tr> <td>2014:≥97%</td> <td>2014:≥95%</td> <td>2014:90%</td> </tr> </tbody> </table>	CRCT: All Students				G	Reading	ELA	Math	6	2012:94%	2012:96%	2012:85%	2013:≥95%	2013:≥97%	2013:88%	2014:≥96%	2014:≥98%	2014:91%	7	2012:94%	2012:95%	2012:91%	2013:≥95%	2013:≥96%	2013:93%	2014:≥96%	2014:≥97%	2014:95%	8	2012: ≥95%	2012:93%	2012:80%	2013:≥96%	2013:94%	2013:85%	2014:≥97%	2014:≥95%	2014:90%
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		<ul style="list-style-type: none"> <li>d. Participate in Math Task Force</li> <li>e. Continue the RESA training for all teachers on standards based classroom</li> <li>f. Increase support for teacher use of effective teacher commentary and formative assessments</li> </ul> <p>5. Post and utilize common content related units on School Center in order to promote</p> <ul style="list-style-type: none"> <li>a. collaborative planning and common instruction</li> <li>b. parental access to instructional calendars (6 – 8 Curriculum Director, Administrators, Academic Coaches, Teachers)</li> </ul> <p>6. Utilize the Math Academic Coach for support of teacher implementation of standards-based classrooms (6 – 8 Curriculum Director, Administrators)</p> <p>7. Improve the effectiveness of the Teachers as Advisors Program (Administrators, Teachers, Counselor, Certified Staff)</p> <ul style="list-style-type: none"> <li>a. Continue to implement the Teachers-As-Advisors Improvement Team recommendations <ul style="list-style-type: none"> <li>i. Include certified staff as advisors</li> <li>ii. Create theme based lesson collections for each month</li> <li>iii. Once a month review of upcoming resources during collaborative planning</li> <li>iv. Student advisement work would be included in portfolios transferred to each grade level</li> <li>v. Safe School Ambassadors</li> </ul> </li> <li>b. Participate in the GaDOE CTAE webinar training for Teachers-As-Advisors</li> </ul>	
	<p>I.1.b To close the achievement gap among different school populations (SWD, ED, Minority)</p>	<p>1. Utilize RTI protocol to identify, implement and monitor interventions for sub-groups. (Administrators, Counselor, Academic Coaches, Teachers)</p> <ul style="list-style-type: none"> <li>a. Utilize Intervention Pyramid tiers for data analysis of student need</li> <li>b. Improve and utilize GRASP universal screening protocols and data</li> <li>c. Provide additional opportunities for math and literacy intervention</li> </ul>	

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		<p>d. DEAR (Uninterrupted Drop Everything And Read by all faculty and students on Fridays during Academic Support time)</p> <p>2. Continue to use professional learning resources to organize, analyze, and report data that targets underachieving and bubble students (Administrators, Counselor, Academic Coaches, Teachers)</p> <p>3. Continue to implement afterschool programs</p> <p>4. Utilize DataDirector and facilitate teacher use, study, and application of data (Administrator, Counselor , Academic Coaches)</p> <p>5. Actively participate in the Collaborative Teaching Training offered throughout the school year (PEC Teachers)</p> <p>6. Actively participate in the Pre-AP Vertical Math Team Training</p> <p>7. Actively participate in vertical alignment of 7<sup>th</sup> grade Life Science and 9<sup>th</sup> grade Biology content</p> <p>8. Utilize Title I funds to increase student access to technology and intervention resources.</p> <p>9. Utilize differentiation to meet the needs of gifted students in order to increase the number of students exceeding standards.</p>	<table border="1"> <thead> <tr> <th data-bbox="1484 261 1520 318">G R</th> <th data-bbox="1526 261 1675 318">SWD</th> <th data-bbox="1682 261 1822 318">AA</th> <th colspan="2" data-bbox="1829 261 1974 318">SES</th> </tr> </thead> <tbody> <tr> <td data-bbox="1484 323 1520 391">6</td> <td data-bbox="1526 323 1675 391">09:83% (71%) 10:85% 11:80%</td> <td data-bbox="1682 323 1822 391">09: (81%) 10:85% 11:</td> <td colspan="2" data-bbox="1829 323 1974 391">09: (84%) 10: 85% 11:</td> </tr> <tr> <td data-bbox="1484 396 1520 464">7</td> <td data-bbox="1526 396 1675 464">09:74% (61%) 10:78% 11:</td> <td data-bbox="1682 396 1822 464">09: (91%) 10: 92% 11:</td> <td colspan="2" data-bbox="1829 396 1974 464">09: (88%) 10: 90% 11:</td> </tr> <tr> <td data-bbox="1484 469 1520 537">8</td> <td data-bbox="1526 469 1675 537">09:90% (65%) 10:&gt;90% 11:</td> <td data-bbox="1682 469 1822 537">09: (90%) 10: 90% 11:</td> <td colspan="2" data-bbox="1829 469 1974 537">09: (89%) 10:90% 11:</td> </tr> </tbody> </table>				G R	SWD	AA	SES		6	09:83% (71%) 10:85% 11:80%	09: (81%) 10:85% 11:	09: (84%) 10: 85% 11:		7	09:74% (61%) 10:78% 11:	09: (91%) 10: 92% 11:	09: (88%) 10: 90% 11:		8	09:90% (65%) 10:>90% 11:	09: (90%) 10: 90% 11:	09: (89%) 10:90% 11:																															
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Objective I.2: <i>Student Success through effective</i>	I.2.a: To focus instructional attention on CCGPS and best practices	<p>1. Implement the updated CLASS Keys Formative Assessment instrument</p> <p>a. Instruct teachers regarding the purpose and process for the new walkthrough instrument</p>	<table border="1"> <thead> <tr> <th colspan="5" data-bbox="1484 639 1974 667">CRCT Subgroups MATH</th> </tr> <tr> <th data-bbox="1484 672 1520 729">G R</th> <th data-bbox="1526 672 1675 729">SWD</th> <th data-bbox="1682 672 1822 729">AA</th> <th colspan="2" data-bbox="1829 672 1974 729">SES</th> </tr> </thead> <tbody> <tr> <td data-bbox="1484 734 1520 802">6</td> <td data-bbox="1526 734 1675 802">09:67% (46%) 10:70% 11:</td> <td data-bbox="1682 734 1822 802">09:72%(72%) 10:75% 11:</td> <td colspan="2" data-bbox="1829 734 1974 802">09: (72%) 10: 11:</td> </tr> <tr> <td data-bbox="1484 807 1520 875">7</td> <td data-bbox="1526 807 1675 875">09:67% (47%) 10:70% 11:</td> <td data-bbox="1682 807 1822 875">09:83% (75%) 10:80% 11:</td> <td colspan="2" data-bbox="1829 807 1974 875">09: (78%) 10:80% 11:</td> </tr> <tr> <td data-bbox="1484 880 1520 948">8</td> <td data-bbox="1526 880 1675 948">09:67% (29%) 10:70% 11:</td> <td data-bbox="1682 880 1822 948">09:84% (64%) 10:97% 11:</td> <td colspan="2" data-bbox="1829 880 1974 948">09: (58%) 10: 11:</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="5" data-bbox="1484 1045 1974 1073">CRCT Subgroups ELA</th> </tr> <tr> <th data-bbox="1484 1078 1520 1135">G R</th> <th data-bbox="1526 1078 1675 1135">SWD</th> <th data-bbox="1682 1078 1822 1135">AA</th> <th colspan="2" data-bbox="1829 1078 1974 1135">SES</th> </tr> </thead> <tbody> <tr> <td data-bbox="1484 1140 1520 1208">6</td> <td data-bbox="1526 1140 1675 1208">09: (71%) 10:90% 11:</td> <td data-bbox="1682 1140 1822 1208">09: (89%) 10:90% 11:</td> <td colspan="2" data-bbox="1829 1140 1974 1208">09: (89%) 10:90% 11:</td> </tr> <tr> <td data-bbox="1484 1213 1520 1281">7</td> <td data-bbox="1526 1213 1675 1281">09: (58%) 10:90% 11:</td> <td data-bbox="1682 1213 1822 1281">09: (89%) 10:90% 11:</td> <td colspan="2" data-bbox="1829 1213 1974 1281">09: (89%) 10:90% 11:</td> </tr> <tr> <td data-bbox="1484 1286 1520 1354">8</td> <td data-bbox="1526 1286 1675 1354">09: (54%) 10:90% 11:</td> <td data-bbox="1682 1286 1822 1354">09: (94%) 10:90% 11:</td> <td colspan="2" data-bbox="1829 1286 1974 1354">09: (88%) 10:90% 11:</td> </tr> </tbody> </table>				CRCT Subgroups MATH					G R	SWD	AA	SES		6	09:67% (46%) 10:70% 11:	09:72%(72%) 10:75% 11:	09: (72%) 10: 11:		7	09:67% (47%) 10:70% 11:	09:83% (75%) 10:80% 11:	09: (78%) 10:80% 11:		8	09:67% (29%) 10:70% 11:	09:84% (64%) 10:97% 11:	09: (58%) 10: 11:		CRCT Subgroups ELA					G R	SWD	AA	SES		6	09: (71%) 10:90% 11:	09: (89%) 10:90% 11:	09: (89%) 10:90% 11:		7	09: (58%) 10:90% 11:	09: (89%) 10:90% 11:	09: (89%) 10:90% 11:		8	09: (54%) 10:90% 11:	09: (94%) 10:90% 11:	09: (88%) 10:90% 11:	
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<i>instructional programs</i>	within standards-based classrooms	<ol style="list-style-type: none"> <li>2. Increase the use and effectiveness of differentiated instructional strategies               <ol style="list-style-type: none"> <li>a. Identify and utilize “Power” standards taught 2-3 different ways                   <ol style="list-style-type: none"> <li>i. “Power” standards assessed in 2-3 different ways</li> <li>ii. Involve students in their assessment and reflection and progress</li> </ol> </li> <li>b. ICs share best practices at monthly meetings</li> </ol> </li> <li>3. Increase the use of Data Director to analyze student data to adjust instruction</li> </ol>	
	I.2.b. To increase the graduation rate and decrease the drop-out rate	<ol style="list-style-type: none"> <li>1. Analyze drop out data for demographic, feeder school, and geographic trends</li> <li>2. Continue to participate in the “Class of…” Campaign for grades K-8</li> <li>3. Monitor quarterly the drop-out rate for grades 6-12               <ol style="list-style-type: none"> <li>a. Monthly MS to HS Transition Team meetings</li> </ol> </li> <li>4. Continue strategies to monitor and decrease absentee rate (Homeroom Perfect attendance campaign)</li> </ol>	
	I.2.c. To provide equity in programs and opportunities	<ol style="list-style-type: none"> <li>1. Increase the effectiveness of inclusion (co-teaching) at all grade levels</li> <li>2. Increase opportunities for all students to engage in curricular and extracurricular activities</li> <li>3. Maintain 100% high-quality and effective instructional staff</li> <li>4. Analyze behavior data (points, office referrals, and suspensions) for gaps</li> <li>5. Create an alternative schedule to allow for program participation during the school day</li> </ol>	
Objective I.3:	I.3.a. To maximize student support through	<ol style="list-style-type: none"> <li>1. Continue the “Kids Hope” mentoring program (Administrators, Counselor)</li> </ol>	

<b>Performance Objective</b>	<b>Initiatives</b>	<b>Action Steps</b>	<b>Performance Targets</b>
<i>Effective Student Support Services</i>	quality guidance, family education, and other student support programs	<ol style="list-style-type: none"> <li>2. Continue Teachers As Advisors Program with Certified Staff               <ol style="list-style-type: none"> <li>a. Career Information and Prep</li> <li>b. Academic Support</li> <li>c. Character and Lifelong Learner Habits</li> </ol> </li> <li>3. Utilize School Center program and Infinite Campus for Parents to enhance communication between parents and teachers (Administrators, Counselor, Academic Coaches, Teachers)</li> <li>4. Educate teachers, parents, students, and other stakeholders on the system-wide and school Continuous Improvement Plans and Balanced Scorecards (Administrators)</li> <li>5. Identify and develop group guidance sessions for identified areas (attendance, at-risk, discipline, anger management, coping with divorce, etc.) (Counselor)</li> <li>6. Closely monitor and provide interventions for students that are identified as at risk of failing (Administrators, Counselor)</li> <li>7. Hold Parent University sessions to inform parents of current issues affecting student achievement. (Administrators, Counselor, Academic Coaches, Teachers)</li> <li>8. Continue Fundamental Fridays, Nine Weeks Make-up Days, Retention Prevention, etc. to hold all students to a high level of expectations and increase student achievement. (Administrators, Counselor, Academic Coach, Teachers)</li> <li>9. Work with system transition team to develop programs to support students and parents during transition into and out of middle school. (Sixth grade transition video) (Administrators, Counselor, Teachers)</li> <li>10. Continue Cougars in Action and its coordinated behavior plan to improve student behavior (Administrators, Counselor, Discipline Team, Teachers)</li> </ol>	

**Strategic Objective II: Improving Organizational and Operational Effectiveness**

<b>Performance Objective</b>	<b>Initiatives</b>	<b>Action Steps</b>	<b>Performance Targets</b>
Objective II.1: <i>Effective Operational Processes</i>	II.1.a: To provide a safe and efficient School Nutrition program	<ol style="list-style-type: none"> <li>1. Implement the requirements of the updated school food safety program that meets the HACCP (Administrators, Food Service Personnel)</li> <li>2. Align with the positive SNP Budget (Administrator, Food Service Manager)</li> <li>3. Continue to implement a local school wellness policy that is in compliance with Federal guidelines as well as consistent with the current dietary guidelines for Americans as recommended by the Center for Disease Control (Administrator, Food Service Manager)</li> <li>4. Improve and sustain school health inspection ratings (Administrator, Food Service Manager)</li> </ol>	
	II.1.b To improve access to and the reliability of hardware, software, and technology networking.		
	II.1.c. To improve preventative/ground maintenance, custodial services at the school facilities.	<ol style="list-style-type: none"> <li>1. Implement a teacher/staff driven reporting system to give feedback on cleanliness.</li> </ol>	
	II.1.d. To plan for and construct schools, classrooms, and facilities		
Objective II.2: <i>Effective Personnel Processes</i>	II.2.a To recruit and retain highly qualified teachers, paraprofessionals, and other support staff.	<ol style="list-style-type: none"> <li>1. Participate in Class Keys and CAPP</li> <li>2. Participate in the implementation of Leader keys</li> <li>3. Submit teacher evaluations on time (comments for non-renewals) (CL)</li> <li>4. Participate in McAleer/CPI Training (JR)</li> </ol>	
	II.2.b To provide a safe and efficient transportation program for the staff and students of Jones County.		
Objective II.3: <i>Effective Financial Processes</i>	II.3.a To ensure smoother, efficient, and effective system budget, financial, and employee compensation.		

Performance Objective	Initiatives	Action Steps	Performance Targets
<p>Objective II.4: <i>Continuous Improvement Processes</i></p>	<p>II.4.a: To provide a process of continuous improvement of all system and school processes and performance.</p>	<ol style="list-style-type: none"> <li>1. Attend Summer Leadership Retreat to provide guidance for school improvement initiatives (CL, KL, Academic Coach)</li> <li>2. Attend monthly Central Change Team (CCT)/principal meetings (CL, SH)</li> <li>3. Participate in graduation monthly meeting</li> <li>4. Conduct school BST meetings monthly (monthly agendas and minutes) (CL)</li> <li>5. Attend quarterly meetings with principals and BSTs for the purpose of reporting CIP and BSC progress</li> <li>6. Attend annual Board of Education retreat for the purpose of reporting CIP and BSC progress (CL)</li> <li>7. Implement Balanced Score Card (BSC) at the school level (CL) <ul style="list-style-type: none"> <li>• Monitor the BSCs at the school level (CL, Academic Coach)</li> </ul> </li> <li>8. Support the JCSS grant writing team <ul style="list-style-type: none"> <li>• Expand the CRMS grant writing team</li> <li>• Designate roles within the school grant writing team</li> </ul> </li> </ol>	



**Strategic Objective III: Professional Learning and Growth**

Performance Objective	Initiatives	Action Steps	Performance Targets
<p>Objective III.1: <i>To provide continuous staff learning and growth through targeted professional learning opportunities.</i></p>	<p>III.1.a Improve the effectiveness of Standards-Based Teaching and Learning throughout the system</p>	<ol style="list-style-type: none"> <li>1. Implement the use of classroom walkthrough observation instrument (<i>CLASS Keys Formative Assessment</i>) (CL, Academic Coaches)               <ul style="list-style-type: none"> <li>• Participate in training for administrators, instructional coaches, and district office personnel in the consistent use of the instrument:                   <ul style="list-style-type: none"> <li>○ Observations will be made using the CLASS Keys Formative Assessment Instrument</li> <li>○ Teachers will be trained in the use of the CLASS Keys Formative Assessment Instrument to ensure common understanding of expectations as related to each area of observation</li> <li>○ The Academic Coach and Team Leaders will work together to coordinate and monitor peer observations among teachers</li> <li>○ Learning goals aligned with CCGPS and communicated by the instructor</li> <li>○ Content specific vocabulary is developed in context with working Word Walls</li> <li>○ Instruction is differentiated to meet student readiness levels, learning profiles, and interests</li> <li>○ Instruction and tasks reinforce students’ understanding of the purpose for what they are learning and its connection to the world beyond the classroom (learning targets)</li> <li>○ The classroom instructor implements grouping strategies</li> <li>○ The use of technology is integrated effectively into instruction</li> <li>○ Students effectively use technology during the class period</li> <li>○ Formative assessments are utilized during instruction to provide immediate evidence of student learning and to provide specific feedback to students</li> <li>○ Written commentary is aligned to the CCGPS standard(s) and elements</li> </ul> </li> </ul> </li> <li>2. Participate in Days 1, 2, and 3 of standards-based classroom training through RESA for all certified teachers and monitor attendance (Teachers)</li> <li>3. Participate in and monitor learning communities around the QualityKeys and Class Keys (CL)</li> </ol>	<ul style="list-style-type: none"> <li>•</li> </ul>

Performance Objective	Initiatives	Action Steps	Performance Targets
	III.1.b Support increased academic achievement of students with disabilities	<ol style="list-style-type: none"> <li>1. Participate in inclusion (co-teaching) trainings provided by J. Mellor <ul style="list-style-type: none"> <li>• Establish a baseline of teachers trained</li> <li>• Identify exemplary co-teaching teams to aid with training through the use of peer coaching</li> <li>• Support new technology initiatives in co-taught classrooms and monitor to ensure implementation</li> <li>• Attend monthly PEC collaborative planning meetings with J. Mellor</li> </ul> </li> <li>2. Participate in the training of non-core content teachers and paraprofessionals on meeting the needs of students with disabilities <ul style="list-style-type: none"> <li>• Participate in needs assessment to determine training</li> </ul> </li> <li>3. Participate in the training of GAA process</li> <li>4. Participate in training in the use of assistive technology as appropriate</li> </ol>	
	III.1.c Provide technology training to all staff	<ol style="list-style-type: none"> <li>1. Participate in instructional technology training for faculty (SH) <ul style="list-style-type: none"> <li>• Teacher Web pages <ul style="list-style-type: none"> <li>○ Monitor pages using checklist (SH)</li> <li>○ Student Use of Technology</li> </ul> </li> </ul> </li> <li>2. Participate in training of student information system (JT) <ul style="list-style-type: none"> <li>• Attendance</li> <li>• Grades</li> <li>• FTE</li> <li>• Student Records</li> </ul> </li> <li>3. Participate in monthly SIS clerk meetings and provide monthly updates at principals' meetings (JT)</li> <li>4. Effectively use software, including but not limited to: <ul style="list-style-type: none"> <li>• School Center</li> <li>• GRASP</li> <li>• Data Director</li> <li>• SEMSTracker</li> <li>• McAleer (JR)</li> <li>• PD360</li> <li>• Safari Montage</li> </ul> </li> <li>5. Effective use of PDExpress and Infinite Campus by all instructional staff (CL, Academic Coaches) <ul style="list-style-type: none"> <li>• Participate in training and effective use of Infinite Campus (School administrative staff, counselors, teachers (attendance and grades))</li> </ul> </li> </ol>	•

Performance Objective	Initiatives	Action Steps	Performance Targets
		6. Participate in training and effective use of classroom technology (Teachers) <ul style="list-style-type: none"> <li>• SMARTBoards</li> <li>• Computer applications as assessed through the 8<sup>th</sup> Grade Technology Literacy Assessment in accordance with ESEA of 1965 (All Teachers)</li> <li>• Classroom student response systems</li> <li>• iPads</li> <li>• Nooks</li> <li>• Laptops and Desktop Computers</li> </ul>	
	III.1.d Support continuous improvement training	1. Attend June Leadership Retreat for administrative teams (CL, Academic Coaches) 2. Attend monthly Graduation Matters meeting (CL, Academic Coaches, Counselor, Media Specialist, transition team)	
	III.1.e Support individual school professional development	1. Request professional learning as it aligns with CIPs and county and school budgets (CL) 2. Participate in yearly needs assessment for professional learning (CL) <ul style="list-style-type: none"> <li>• Monitor implementation of school professional learning plans</li> <li>• Approve <i>Course Proposals</i> for school staff in a timely manner (CL)</li> <li>• Approve <i>Activity Proposals</i> for school staff in a timely manner (CL)</li> </ul>	
	III.1.f Ensure efficient and effective support services by training non-certified staff	1. Participate in the monthly Local School Accountant (LSA) training (JR) 2. Participate in the monthly Student Information System clerk training (JT) 3. Participate in a comprehensive custodial training program (Custodial staff) 4. Participate in a comprehensive secretarial training program (JR)	
	III.a.g Provide training to support Math GPS	1. Attend training and support for Exemplars (SL) 2. Participate in DOE Webinars, training and updates (SL, Teachers)	

Performance Objective	Initiatives	Action Steps	Performance Targets
	III.2.a To improve and measure staff perception of Professional Learning and support.	1. Examine the results of the annual survey regarding professional learning needs and make adjustments to plans (CL, Academic Coaches)	

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**Strategic Objective IV: School Climate and Stakeholder Satisfaction**

Performance Objective	Initiatives	Action Steps	Performance Targets
<p>Objective IV.1: <i>Schools will be safe and enriching</i></p>	<p>IV.1.a To develop systematic approaches to providing a safe learning environment for all constituents.</p>	<ol style="list-style-type: none"> <li>1. Review and update school wide safety plan (Administrators)               <ol style="list-style-type: none"> <li>a. Ensure that all staff members have access to safety plans and appropriate supplies</li> <li>b. Post updated fire and tornado evacuation charts</li> <li>c. Restock emergency bags in classroom on a regular basis (maintain current student lists)</li> <li>d. Update emergency calling system on a regular basis</li> <li>e. Create and distribute current severe weather calling chain and text communication</li> <li>f. Hold staff development dealing with school evacuation plan and hold mock drills</li> </ol> </li> <li>2. Continue Cougars in Action and coordinated discipline plan (Administrators, Discipline Team, Teachers)</li> <li>3. Continue Teachers As Advisors Program (Administrators, Counselor, Teachers)</li> </ol>	
<p>Objective IV.2: <i>Students, staff, parents, and community will be satisfied and involved with the direction of the schools and system.</i></p>	<p>IV.2.a To improve system personnel perception of Central Office support and communication with the schools.</p>		
	<p>IV.2.b To increase staff, parent, student, and community perceptions of school quality.</p>	<ol style="list-style-type: none"> <li>1. Increase communication and participation of staff, parents, students, and community (Administrators, Counselor, Academic Coaches, Teachers, Staff, PTO, School Council)               <ol style="list-style-type: none"> <li>a. Communicate school improvement efforts to all stakeholders</li> <li>b. Share School Improvement goals with all stakeholders</li> <li>c. Send school wide newsletter home to parents each nine weeks</li> <li>d. Establish an active PTO</li> <li>e. Promote activation of Infinite Campus and use of School Center to increase communication with parents</li> <li>f. Promote the use of parent email and call system for bulk communication</li> </ol> </li> <li>2. Provide parental access opportunities on school campus               <ol style="list-style-type: none"> <li>a. Coffee with the Counselor</li> <li>b. Grade Level Showcase Nights</li> <li>c. Orientation Nights</li> <li>d. Parent University Nights</li> <li>e. Family Picnic Days (one per grade level during the year)</li> <li>f. Honors and Awards Day</li> </ol> </li> </ol>	

		<ul style="list-style-type: none"> <li>g. Increase submissions of school activities to the local media</li> <li>h. Positive contacts with parents (notes home, telephone calls, e-mail, etc.)</li> <li>i. Continue PAC (Parent and Cougar) program to increase opportunities for parent visitation at Clifton Ridge</li> </ul>	
	IV.2.c To increase school attendance in grades K-12	<ul style="list-style-type: none"> <li>1. Follow the Jones County Attendance Plan and protocols (CL, PW, Teachers) <ul style="list-style-type: none"> <li>• Monthly attendance reports provided to principal</li> <li>• Teachers in Grades 6-8 will report daily attendance data in Infinite Campus (JT)</li> <li>• Participate in proactive attendance measure (phone calls, letters)</li> </ul> </li> </ul>	
	IV.2.d To increase community/business partnerships and volunteer hours.	<ul style="list-style-type: none"> <li>1. Participate in Business Partners in Education Program (CL) <ul style="list-style-type: none"> <li>• Participate in steering committee, timeline, and calendar <ul style="list-style-type: none"> <li>○ Identify our current business partners <ul style="list-style-type: none"> <li>▪ Ace Hardware</li> <li>▪ USA Concrete/Aggregates</li> <li>▪ Zaxby's</li> <li>▪ Jalapeno's</li> <li>▪ Southern Elite Towing</li> <li>▪ Wheeler's Nursery</li> </ul> </li> </ul> </li> <li>• Participate in formal recognition of business partners (event)</li> </ul> </li> </ul>	•